

they want a company culture that “treats all people fairly.” Meanwhile, leaders report hearing frequent expressions of frustration and confusion by highly-sought younger workers at why “some older people” make a “big deal” out of non-discrimination (in and outside of the workplace) or speak actively about LGBT issues in negative, cautionary, or bigoted tones. Competing for talent, particularly for members of the Millennial generation now entering the workforce, makes inclusion and diversity a requisite.

#### SUPPORTING DISCRIMINATION PROTECTION IS STATUS QUO

Executives suggest that the “battle is over” in corporate America and the boardroom. Supporting discrimination protection is status quo for large companies and for most medium-sized firms, and a requirement for competition in many cases. Business leaders felt their competitive positioning efforts were “undercut” by negative or absent external public policies in local markets and inaction at the state level to support business needs. Some suggested the need for state action to address these issues and eradicate both the negative perceptions of the state and cultural landscape.

#### COMPLIANCE THROUGHOUT SUPPLY CHAINS

Failing to represent the presence and authentic implementation of a non-discrimination policy can result in real, hard loss of revenue from global clients and partners as well as significant damage to brand reputation.

#### A PREREQUISITE FOR BUSINESS

For companies to compete for business, they must both have and evidence non-discrimination policies and culture. Another element relates to softer aspects of brand reputation and acceptance among industry peer groups. Leaders express “reputation” as extremely delicate and important, especially in the early stages of competitive opportunities.

#### PUBLIC SUPPORT AND LEGISLATIVE EFFECTIVENESS

Public opinion in Florida supports the passage of legal protections from workplace discrimination for LGBT people. Survey results found that 73% of respondents supported passage of this legislation that would have added protections from sexual orientation and gender identity discrimination to existing state law. Three sources of public opinion data indicate that 80% of Florida residents think that LGBT people experience a moderate amount to a lot of discrimination in the state.

The study also shows evidence of the effectiveness of state legislation. Evidence from states with sexual orientation non-discrimination laws indicates that the likelihood of a gay or lesbian employee in those areas even filing a legal complaint is estimated at only 0.01 to 0.08 percent annually.

#### TRIBUTE TO SIMON PETER WORDEN, BRIG.GEN., USAF, RET.

#### HON. ANNA G. ESHOO

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 14, 2015*

Ms. ESHOO. Mr. Speaker, I rise today to honor Simon Peter “Pete” Worden as he retires from NASA Ames Research Center at Moffett Field, California as Director.

Pete Worden was born in 1949 in Michigan. He earned his BS degree from the University of Michigan and his Ph.D. in astronomy from the University of Arizona. He was commis-

sioned a Second Lieutenant in the United States Air Force on May 1, 1971, and rose through the ranks to become Brigadier General in September, 2000. He retired from active duty in May, 2004. While on active duty he served in many critical positions, including serving as an advisor in the Executive Office of the President. At the time of his retirement he was Director of Development and Transformation, Space and Missile Systems Center, Air Force Space Command, Los Angeles Air Force Base, California.

After retirement from the Air Force, Pete Worden was a Research Professor of Astronomy, Optical Sciences and Planetary Sciences at the University of Arizona and was a consultant to the Defense Advanced Research Projects Agency.

In May, 2006, Pete Worden became Director of NASA Ames, where he served with great distinction. During his tenure at NASA Ames many small, low-cost satellites were launched and new thrusts in quantum computing were made. Pete can be rightly proud of the revitalization of space biology and the development of synthetic biology, and of Ames’ work on the International Space Station.

I had the opportunity and privilege to work closely with Pete Worden and I know him to be a gracious man of brilliance and integrity. He worked with me and GSA on a competitive bid process that resulted in the selection of Planetary Ventures, LLC as the lessee to restore historic Hangar One and the management of Moffett Federal Airfield. Because of this work, Moffett Federal Airfield will remain a federal facility, managed under a public-private partnership. This Silicon Valley hub for disaster preparedness will be maintained and available as needed for federal purposes and significant taxpayer dollars will be saved.

Mr. Speaker, I ask the entire House to join me in honoring Pete Worden for his extraordinary service to our country which has made us a stronger, better nation.

#### REMEMBERING WAYNE PROUSE

#### HON. BRIAN BABIN

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 14, 2015*

Mr. BABIN. Mr. Speaker, I rise today to honor a great man and a friend, Wayne Prouse. Wayne passed away on Friday, April 3, 2015 at the age of 69.

Wayne was an amazing man who shared his love of history and our country with thousands of students over a period of thirty-five years as a teacher in Orange County, Texas. Wayne’s passion for history left a lasting impression on all of those he taught and he is remembered by many for his integrity and honor, qualities he strived to instill into his own students as well. He is fondly remembered by many former students whom he sponsored on trips to our nation’s capital where he introduced them to the memorials celebrating the lives and achievements of our founding fathers. Wayne always taught with two goals in mind—to promote the ideals of American democracy and civic responsibility among all of his students.

Wayne’s service to his community didn’t end in the classroom. He proudly shared his love

of history by serving on the Orange County Historical Association and as an active member of the Sons of Confederate Veterans, traveling around the country reenacting famous battles. Wayne also served passionately on the board of directors for the Salvation Army, Orange County Retired Teachers Association, Texas Horseshoe Pitchers Association, and as parliamentarian for the Orange County Republican Party.

I had the pleasure of getting to know Wayne as an important member of my staff who served the constituents of our district faithfully. Most notably, Wayne was responsible for our Veteran’s Video program where he interviewed combat veterans and later filed DVDs of those interviews with the Library of Congress, where they will remain as important reminders of the service and sacrifices of these brave men and women for generations to come.

My prayers and deepest condolences go out to Wayne’s wife, Andrea, his son, Brandon and his grandson, Landon. Wayne will be sorely missed by my staff, our community, and his former students, but his passion for history and the valuable lessons he taught will certainly live on.

#### HONORING THE PASSING OF MR. KENDALL FRANKLIN ROWE SR.

#### HON. ROBERT J. WITTMAN

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 14, 2015*

Mr. WITTMAN. Mr. Speaker, I would like to recognize the passing of Mr. Kendall Franklin Rowe Sr., of Montross and Richmond. Mr. Rowe passed away peacefully on March 3, 2015. He is survived by his wife; Phyllis G. Rowe, and his children; Kendall F. Rowe Jr., Brenda Rowe Murray, Rebecca R. Graf and his grandchildren, as well as his sister Eleanor R. West. Mr. Rowe was a loving father, grandfather, and family man. Mr. Rowe was also a loyal patriot who served in the U.S. Army as well as the U.S. Coast Guard Auxiliary. Mr. Rowe will be dearly missed by his family and friends.

#### CONGRATULATING SARA McDONALD

#### HON. ADAM KINZINGER

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 14, 2015*

Mr. KINZINGER of Illinois. Mr. Speaker, I rise today to honor Sara McDonald, who was named Elementary School Principal of the Year by the Illinois Principals Association on March 5, 2015.

Elementary school represents a vital moment in a child’s education, and hardworking, dedicated educators, like Sara McDonald, are crucial to molding curious students into lifelong learners. As principal of Northview Elementary School, in Peru, Illinois, Mrs. McDonald has continually demonstrated her passion for education and her commitment to serving students. She serves not only as a leader of

her team of teachers, administrators, and support staff, but also an example of the importance of continual education and self-improvement. Mrs. McDonald has continued her education with additional training on the Kindergarten Development Survey (KIDS), Comprehensive Literacy Model (CLM), and the Danielson Model on Teacher Evaluations, in addition to serving as the Bi-lingual Coordinator and primary grant writer for her school.

As the son of a public school teacher, I know the importance of having passionate and creative teachers in the classroom who are able to educate the next generation of Americans. For that reason, I am honored to join with the nearly 5,000 principals and education leaders of the Illinois Principals Association and the students and staff of Northview Elementary to honor Mrs. McDonald's many accomplishments, and to congratulate her on being named Elementary School Principal of the Year.

Mr. Speaker, on behalf of the 16th District of Illinois, I wish to express our sincere thanks for all of the hard work Mrs. McDonald has done for our students and the Peru community. I congratulate her on this well-deserved recognition.

IN REMEMBRANCE OF DARREN E.  
RUSSELL

**HON. BRAD SHERMAN**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 14, 2015*

Mr. SHERMAN. Mr. Speaker, I rise today to recognize the tenth anniversary of the death of Mr. Darren E. Russell, the son of my constituent, Ms. Maxine Russell.

In 2005, at the time of Mr. Russell's untimely death, many young U.S. citizens were employed as language instructors in China, due to increased demand for English language skills in connection with the upcoming 2008 Beijing Olympics. Like many Americans, Darren sought out this opportunity to work in a different culture, and to improve ties between the United States and the people of China.

Darren was loved by his students, who gave him a Chinese nickname that translates to "White Rabbit." While he enjoyed teaching his students, his relationship with his employer was not good. He was reportedly required to work seven days a week, and was subjected to substandard working conditions by his employing school, the Decai English Language Institute. His employers seized and held his travel documents, including his passport.

Further, his employing school had failed to obtain the proper work documentation for Mr. Russell, making him essentially an illegal alien in the eyes of Chinese authorities. When Mr. Russell expressed concern about his working conditions, he was removed from his employer-provided apartment and placed in virtual detention by his employers at the Cathay Hotel in Guangzhou. While there, Mr. Russell was robbed, and he therefore lacked the financial means to arrange for his departure.

In a recorded message on his father's cell phone a few hours before his death, which was deemed a hit-and-run accident by local authorities, Mr. Russell expressed grave concern for his personal safety. He sought urgent

assistance from his family and the U.S. Consulate in order to return to the United States.

These circumstances raised suspicion that foul play was involved in his death. A subsequent autopsy was conducted by a board-certified pathologist in Los Angeles, California, in March of 2007. The pathologist concluded that Mr. Russell was murdered by blunt force trauma to the head; his injuries were found inconsistent with a motor vehicle accident by the pathologist.

Darren's mother has spent the ten years since April 14, 2005 seeking justice for Darren and the truth about what happened that day. She continues to seek information about the circumstances leading up to his death, and the inability of U.S. officials to render effective assistance to Darren after his pleas for help.

Darren is remembered by those who knew him as a caring and effective teacher, someone who tried to build bridges between the American and the Chinese people. I hope that both the U.S. and Chinese governments will assist his mother's efforts to determine what happened to her son ten years ago this week.

EQUAL PAY DAY 2015

**HON. MICHAEL M. HONDA**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 14, 2015*

Mr. HONDA. Mr. Speaker, I rise today to recognize April 14th as Equal Pay Day 2015.

April 14th is not a random date of the calendar; today marks how far into the year 2015 a woman must work until her earnings for 2014 and these additional months match what a man earned in 2014 alone.

In my home state of California, for every dollar a man makes, women still make just 84 cents. The gender wage gap is even greater for women of color. It is unconscionable that 52 years after President John F. Kennedy signed the Equal Pay Act, which established the principle of equal pay for equal work for women in the workforce, we still have such great gender-based pay disparities. This is harmful to our families and America's global competitiveness.

That is why I strongly support the Paycheck Fairness Act, legislation which would strengthen the 1963 Equal Pay Act and provide effective remedies to women who are not being paid equal wages for doing equal work. It is time for Congress to pass the Paycheck Fairness Act. I am also proud to support the Equal Pay Resolution, which recognizes the significance of Equal Pay Day to illustrate the disparity between wages paid to men and women, and its impact on women, families, and the nation.

Equal pay is not simply a women's issue—it is an economic issue. When women are paid fairly, families and businesses prosper. When families and businesses prosper, America prospers.

HONORING MAYOR CLINT COBBINS

**HON. BENNIE G. THOMPSON**

OF MISSISSIPPI

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 14, 2015*

Mr. THOMPSON of Mississippi. Mr. Speaker, I rise today to honor a remarkable public servant, Mayor Clint Cobbins.

The Honorable Mayor Clint Cobbins is the first African-American mayor of Lexington, Mississippi, the county seat for Holmes County.

A Holmes County native, Mayor Cobbins is the seventh of eight children born to Mr. Lee Henry Cobbins and Mrs. Willie Lee Cobbins. Mayor Cobbins grew up in the Ebenezer Community. He is a 1974 graduate of the former Lexington Attendance Center (LAC). He also attended Holmes Community College in Goodman, Mississippi, where he received training as an Emergency Medical Technician (EMT).

In 1983, he became a certified firefighter from the Mississippi State Fire Academy. In 1987, he completed his Law Enforcement Training through the Law Enforcement Academy in Pearl, Mississippi. He served in Law Enforcement for twenty-four and a half years. He retired as Police Chief of Tchula, Mississippi. Mr. Cobbins also held a dual career as an Assistant Fire Chief for the City of Canton, Mississippi where he served for twenty-eight and a half years. In 2004, he became an ordained Elder with the Guiding Light Church of God in Christ, Lexington, Mississippi.

Since becoming Lexington's first African-American Mayor in 2012, he has been instrumental in the renovation facelift of the downtown Lexington area—completing the sidewalk project. He worked with the North Central Planning Board to restart the feeding program for senior citizens, which serves over 50 hot meals per day at the Multi-purpose Building. He also continued the Mayor's Health Council program for senior citizens.

During the summer of 2014, Mayor Cobbins held, in collaboration with Madison County Sheriff's Explorers Program, a Fire and Police Academy Safety camp for Holmes County youth ages 6 to 14, in which 102 graduated from the camp. He plans to do another camp during the summer of 2015. "We have to keep our young people busy doing something constructive during the summer months. It will help them to stay out of trouble," the Mayor said.

Also during 2014, he and the Aldermen of the City of Lexington, along with the Board of Supervisors of Leflore County collaborated with the Community Students Learning Center (CSLC) in securing a recent \$495,000.00 grant from the Federal Home Loan Bank (FHLB) of Dallas and BankPlus of Mississippi to do housing repairs in the City of Lexington and in Greenwood.

Mayor Cobbins and the City Board of Aldermen have also voted to work toward making Lexington a Smoke-Free City. That work is currently in progress.

Mayor Cobbins and his wife are also local business owners of Kay's Sugar Shack—a short order food business.

Mayor Cobbins is married to Karen J. Cobbins, a native of Pickens, Mississippi, and they are the parents of three adult children.

Mr. Speaker, I ask my colleagues to join me in recognizing Mayor Clint Cobbins for his outstanding services in his community.